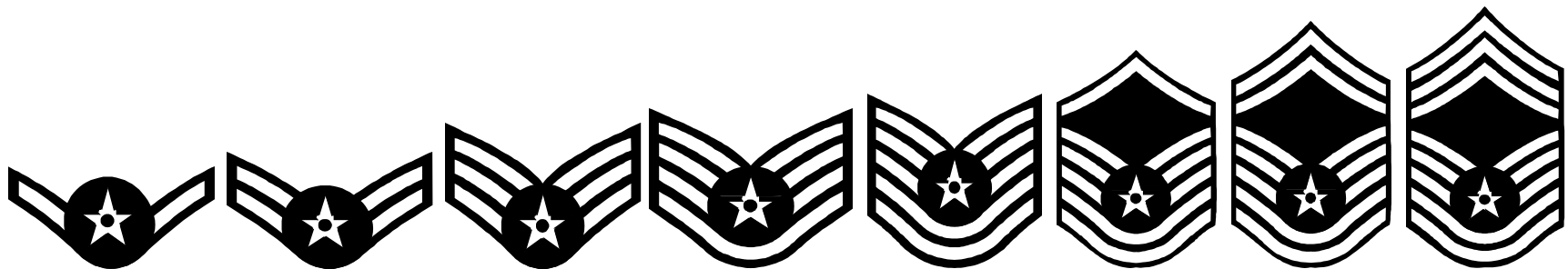




HQ Air Force Personnel Center



Enlisted Promotions



SMSgt Nathalie Swisher
Chief, Promotion Management Section



OVERVIEW



- How we promote
- Selection rates and timing
- Weighted factors/board process
- Responsibilities
- What's Next



Enlisted Promotion Program

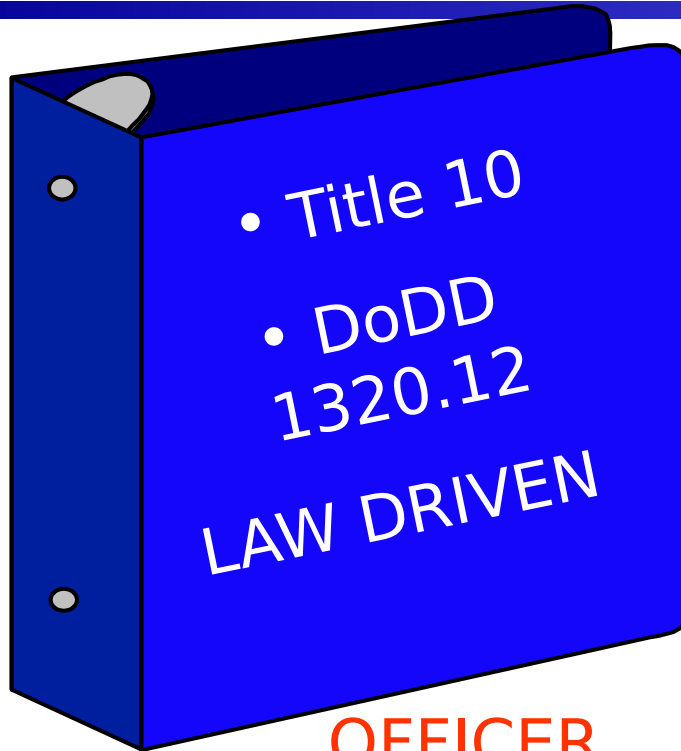


OBJECTIVES

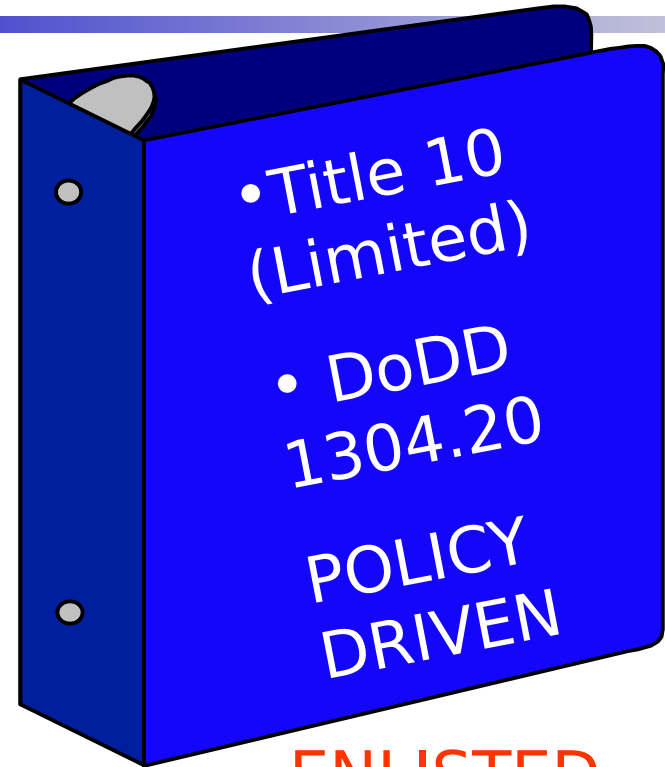
- To fill needs of specific grades
- To advance those who show potential for greater responsibility
- To provide for fair and timely consideration



What Drives Promotions



OFFICER



ENLISTED

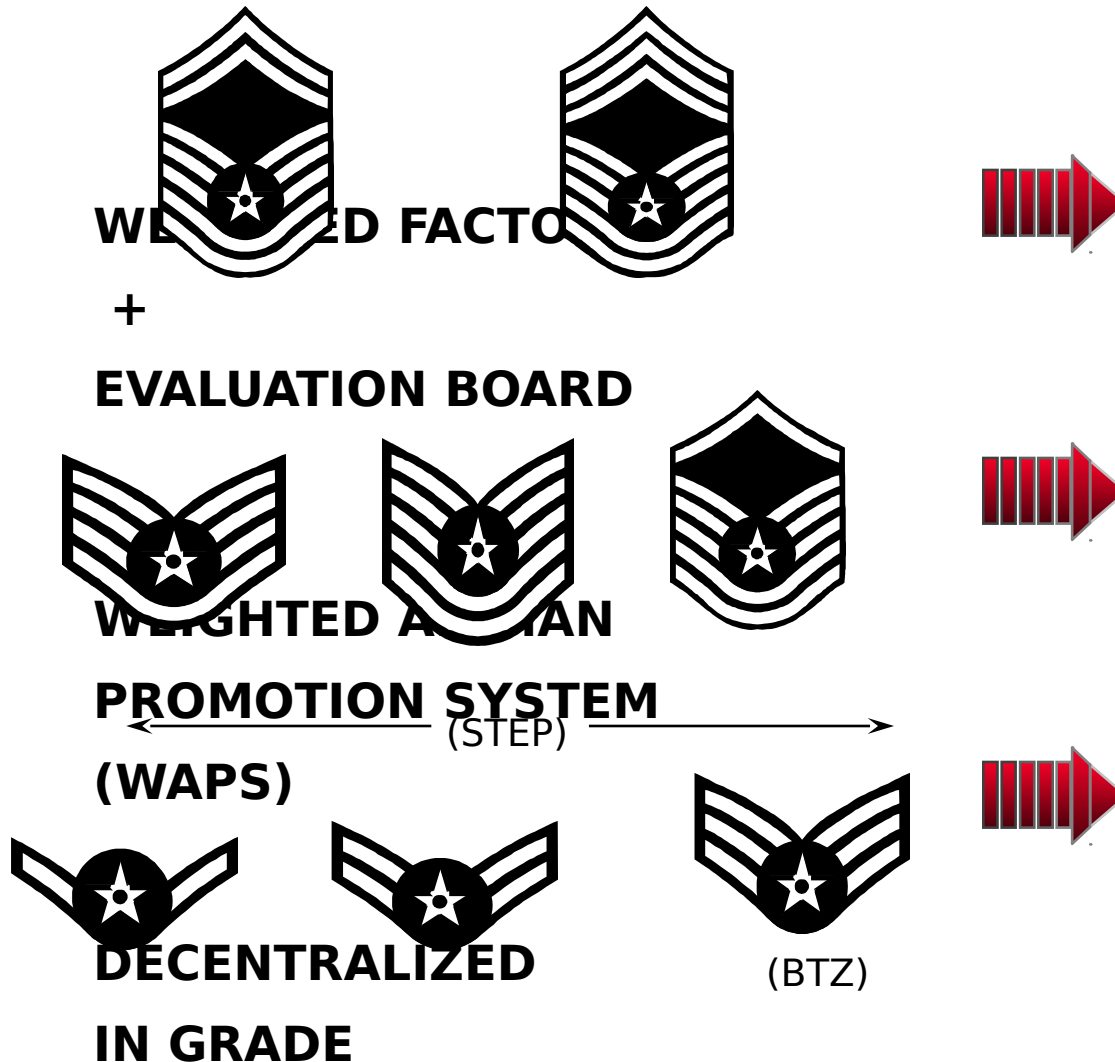
□ Enlisted Items governed by law are...

□ Grade ceiling for top two ranks

□ Pay and allowances



HOW WE PROMOTE



- TIME

- TIME



HOW WE PROMOTE TOP "5" GRADES



- **GRADE CEILING**



- **FISCAL CONSTRAINTS**
- **END STRENGTH CONSTRAINTS**
 - **CMSGT/SMSGT = 3%**
 - **SSGT/TSGT/MSGT =**
AF/OSD GUIDANCE

- **PROMOTION QUOTAS**



- **GRADE VACANCY**
 - **RETIREMENT, SEPARATION**
- **EQUAL SELECTION OPPORTUNITY**
 - **EQUALLY DISTRIBUTED BY CAREER FIELD**
 - **CHRONIC CRITICAL SKILLS**



Chronic Critical Shortage (CCS) Skills List - SSgt/TSgt/MSgt



- 20 Percent Promotion Boost
- Typically 12-15 AFSCs
- War Readiness Essential
- Sustained Critical Manning
- AF/DP Review Yearly
- Examples:
 - Combat Control
 - Pararescue
 - Crypto Linguist



SNCO Chronic Critical Shortage (CCS) Skills Program



- Temporary Program Creates A Four-Tier Promotion System
 - Higher Selection Rate For Eligibles in AFSCs Where Critical Shortages Affect Readiness
- AFSCs on the list announced prior to Central Evaluation Board
 - Effective For A One Year Period
- Targets War Fighting/Mission Critical/Stressed Specialties With Increased Promotion Opportunity



SNCO Chronic Critical Shortage (CCS) Skills Program



- Increased opportunity is non-CCS promotion rate times the multiplier
 - AFSCs manned at or below 70% with less than 25 eligibles receive a 3 multiplier
 - AFSCs manned at or below 70% with more than 25 eligibles receive a 1.4 multiplier
 - AFSCs manned above 70% but less than 90 percent receive a 1.2 multiplier



Order Of Merit List



ELIGIBLES: 36, QUOTA: 9, PROMOTION RATE: 25.56%

NAME/SSN	TIG	TIS	EPR	DEC	SKT	PFE	
TOTAL							
1	45.5	27.33	130.59	11.00	79.78	76.04	370.24
2	47.5	32.83	130.20	5.00	74.46	71.87	361.86
3	36.0	21.00	135.00	7.00	76.59	81.25	356.84
4	39.5	23.50	135.00	5.00	69.14	78.12	350.26
5	56.0	32.50	130.20	7.00	67.02	56.25	348.97
6	37.0	23.16	135.00	10.00	63.82	79.16	348.14
7	36.0	21.50	135.00	3.00	79.78	71.87	347.15
8	40.5	27.83	135.00	0.00	73.40	67.70	344.43
9	45.0	23.83	135.00	10.00	65.95	61.45	341.23
10	35.5	27.00	135.00	5.00	59.57	78.12	340.19
11	42.0	29.83	130.80	4.00	67.02	65.62	339.27
12	33.5	20.66	135.00	4.00	75.53	69.79	338.48
↓							
36	20.5	23.83	126.73	2.00	44.68	35.41	253.15

* LINE NUMBERS ASSIGNED BY DOR, TAFMSD, DOB



Eligibility/EPME Requirements For Promotion



PAFSC					
PROM	AS OF				
<u>TO</u>	<u>PECD</u>	<u>TIG</u>	<u>TIS</u>	<u>EPME</u>	
SSGT	5 LEVEL		6 MONTHS	3 YEARS	ALS
TSGT	7 LEVEL		23 MONTHS	5 YEARS	
MSGT	7 LEVEL		24 MONTHS	8 YEARS	NCOA
SMSGT	7 LEVEL		20 MONTHS	11 YEARS	
CMSGT	9 LEVEL		21 MONTHS	14 YEARS	SNCOA



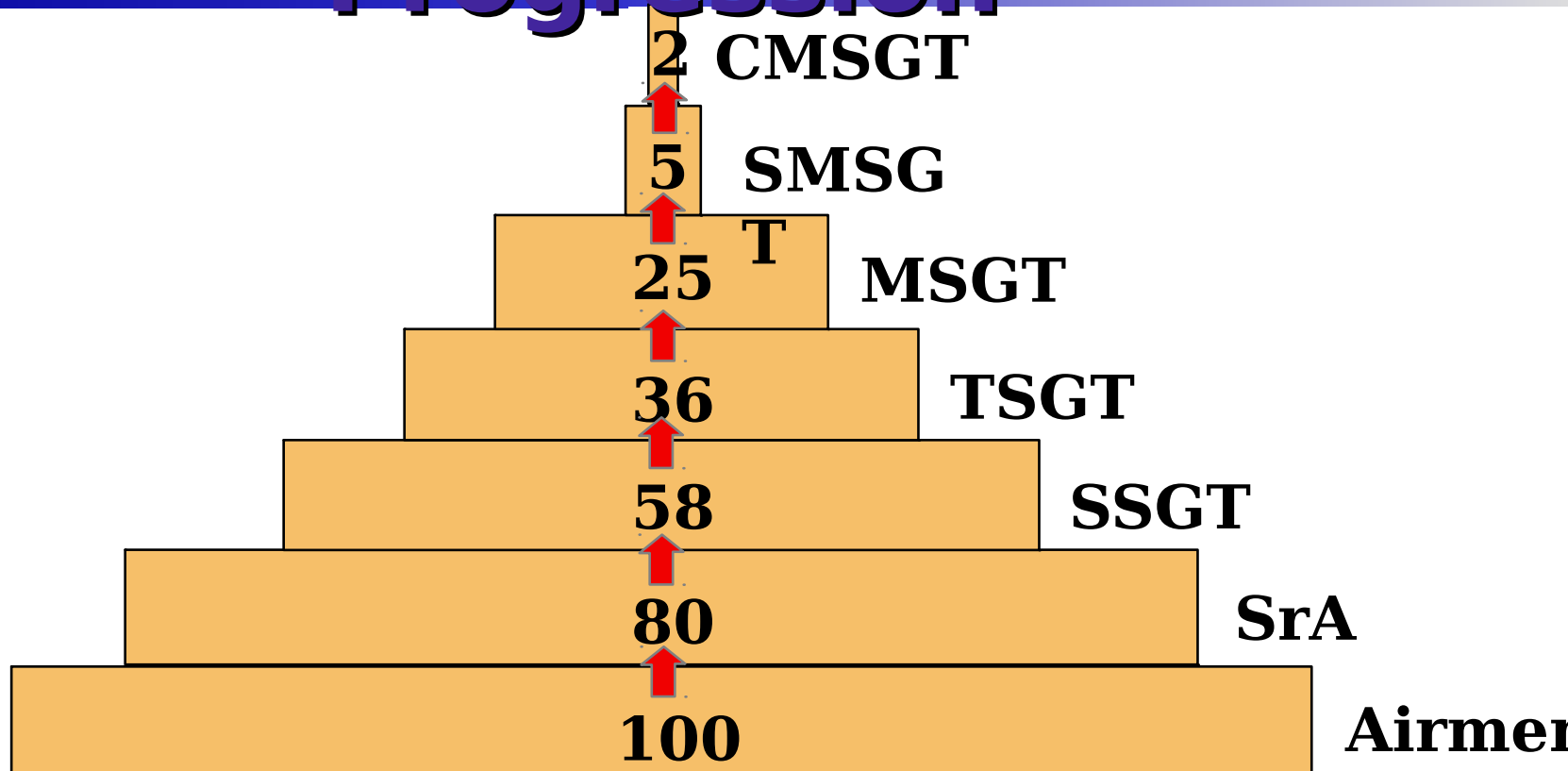
Weighable vs Non-weighable



- To compete for promotion during the initial select run the member must be eligible and his/her record weighable
- Weighable record
 - All weighted factor (EPRs, decorations, PFE, SKT, TIG, and TIS) elements are present
- Non-weighable record
 - One or more weighted factor is missing



Enlisted Career Progression



For every 100 enlisted recruits who enter the Air Force, this shows how many will progress to the next higher grade. Reasons for not moving up are non-selection for promotion, separation or retirement.



Stripes For Exceptional Performers (STEP)



- Air Staff distributes quota to MAJCOMs, DRUs, & FOAs with 100+ assigned (SrA – TSgt)
 - Establish own selection procedures
- STEP operates on FY basis
 - 422 stripes awarded at the expense of WAPS
- Commander's Program
- Not A Below-the-Zone Program
- Must meet STEP eligibility/PME requirements



When We Promote



<u>GRADE</u>	<u>PECD</u>	<u>TESTING</u>	<u>RELEASE</u>	<u>PROMOTION MONTH</u>
SSGT	31 MAR	MAY	AUG	SEP-AUG
TSGT/MSGT	31 DEC	15 FEB-31 MAR	JUN	AUG-JUL
SMSGT	30 SEP	DEC	MAR	APR-MAR
CMSGT	31 JUL	SEP	NOV	JAN-DEC



Factors We Use to Promote SSgt/TSgt/MSgt

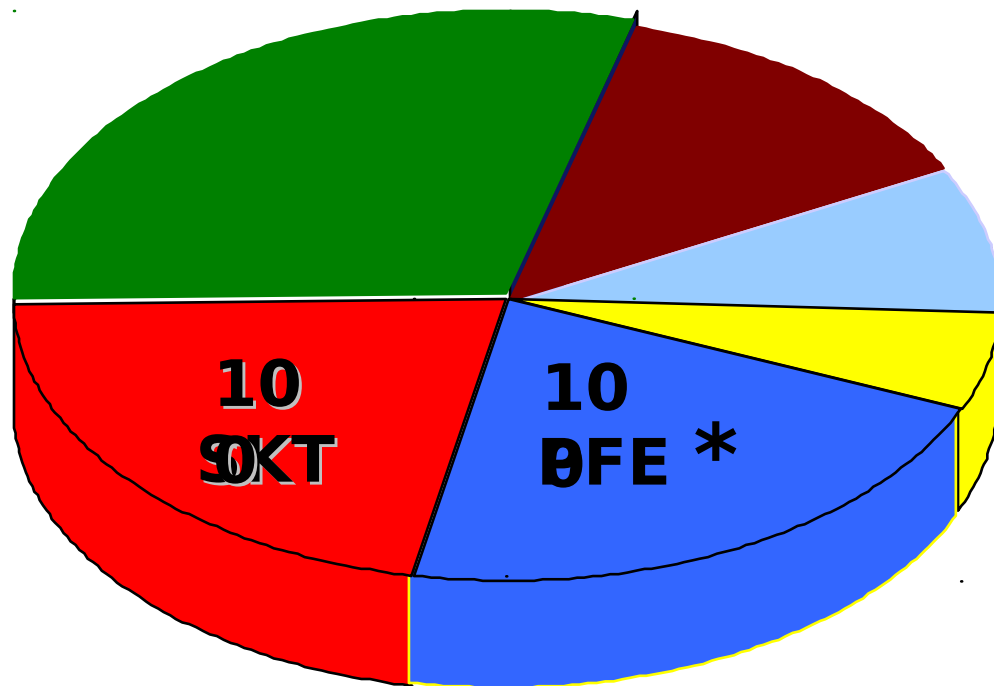


EPRS
135

Time in Grade
60

Time in Service
4

Decorations
25

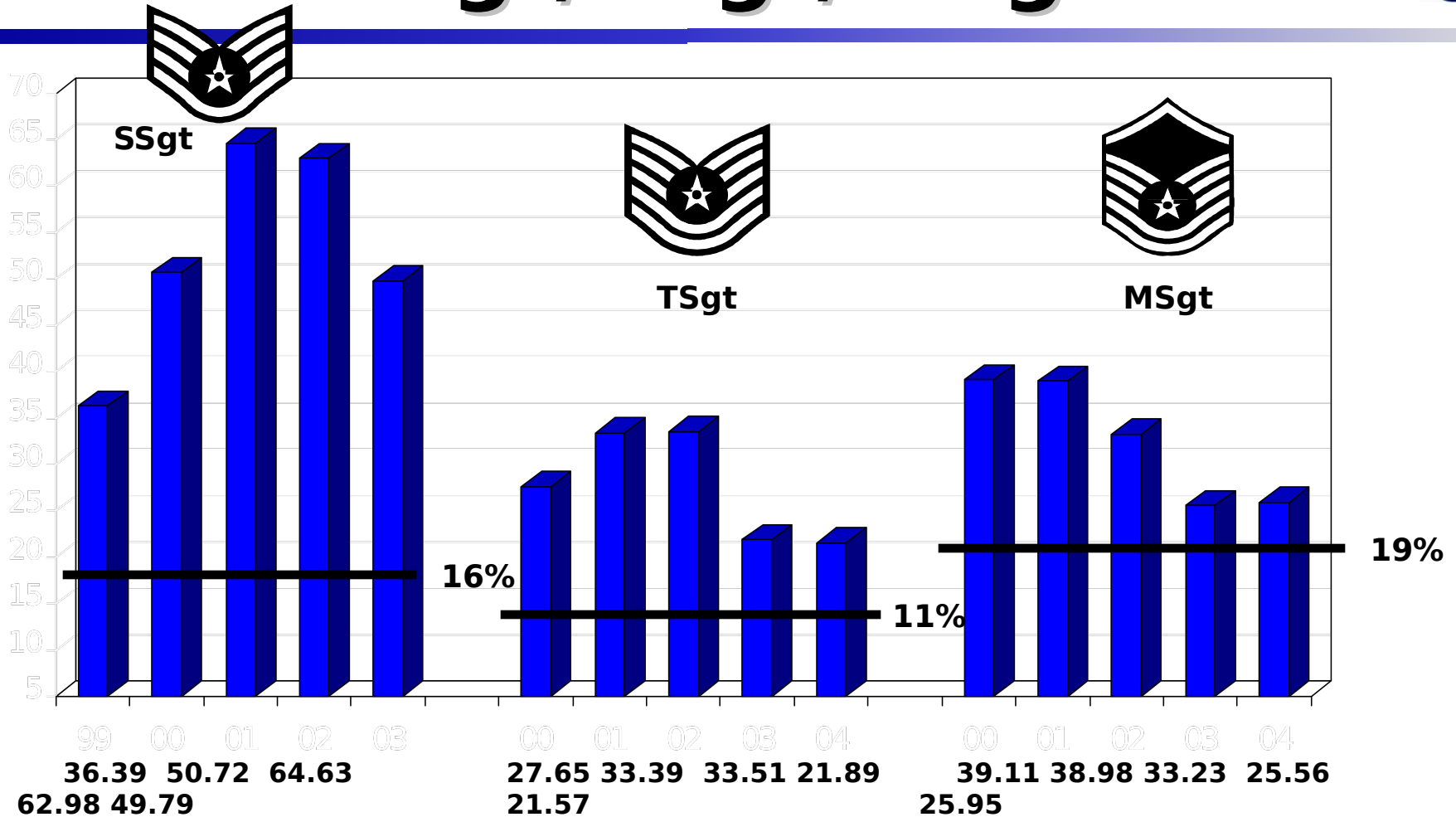


TOTAL POINTS: 460

***DOUBLED FOR SKT EXEMPT AFSCs**

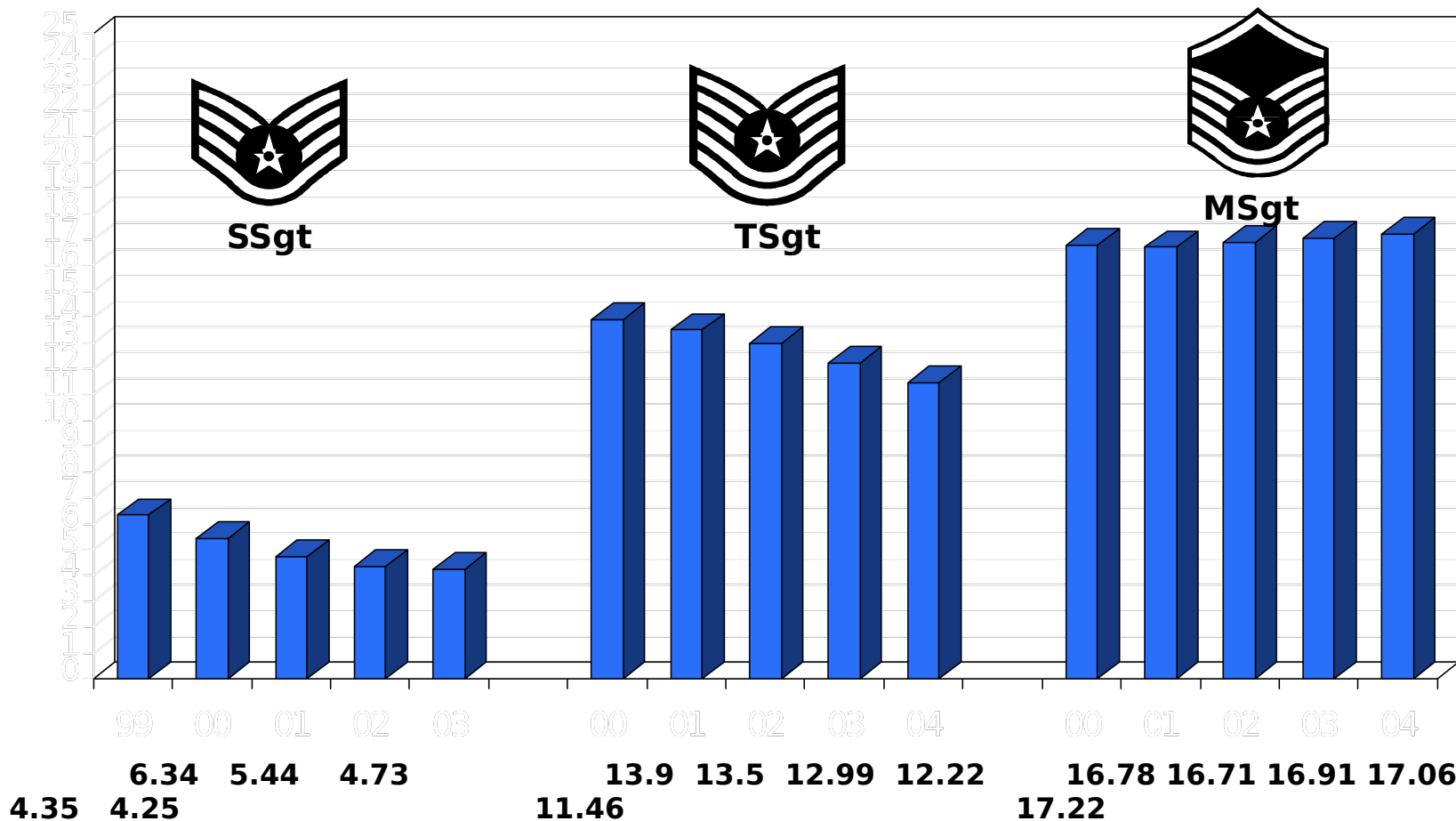


Promotion Rates SSgt/TSgt/MSgt





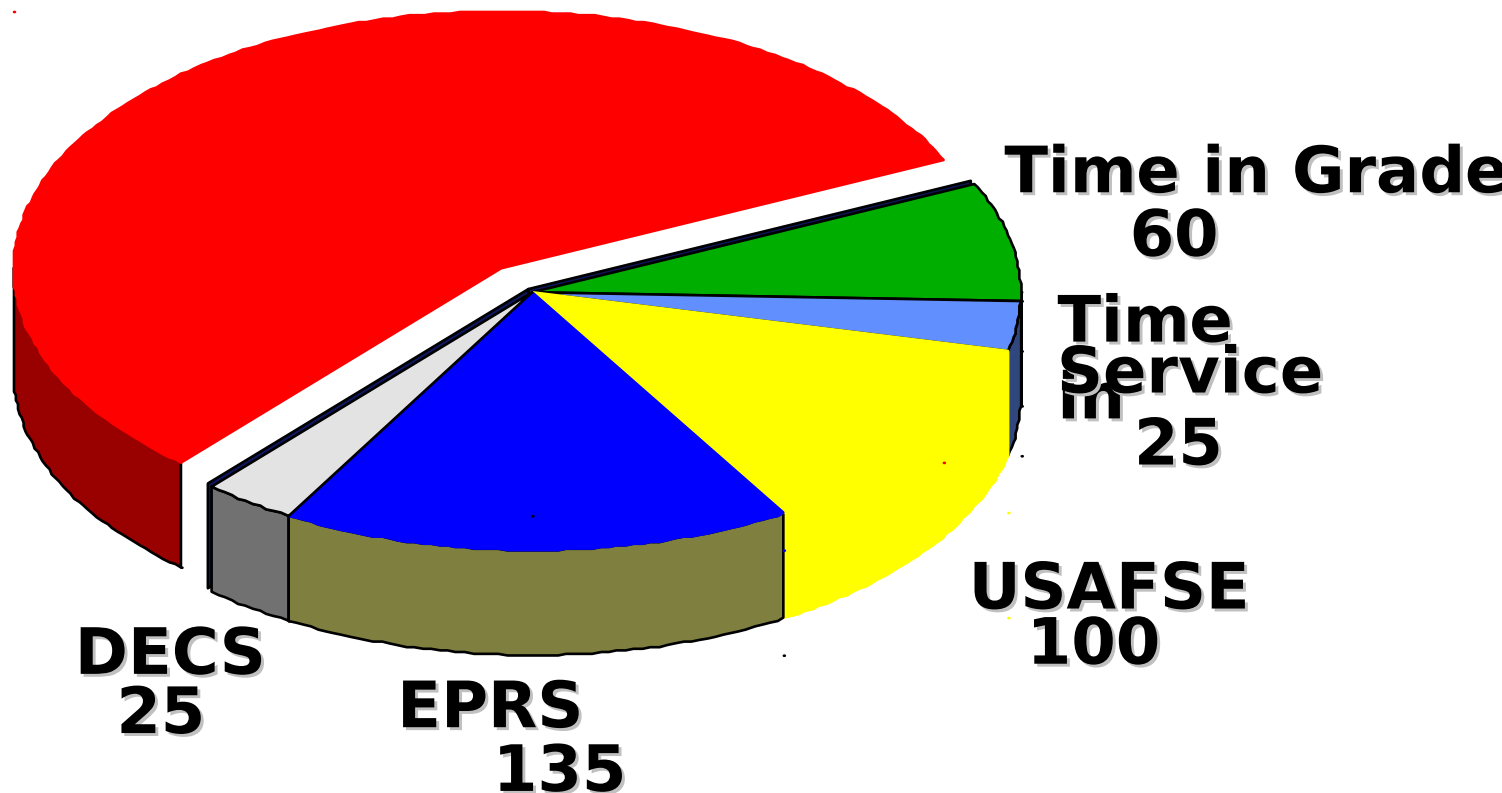
Average Years of Service SSgt/TSgt/MSgt





Factors We Use to Promote SMSgt/CMSgt

**Board
450**



**795 TOTAL
POINTS
WEIGHTED:
345 (43%)**

BOARD: 450



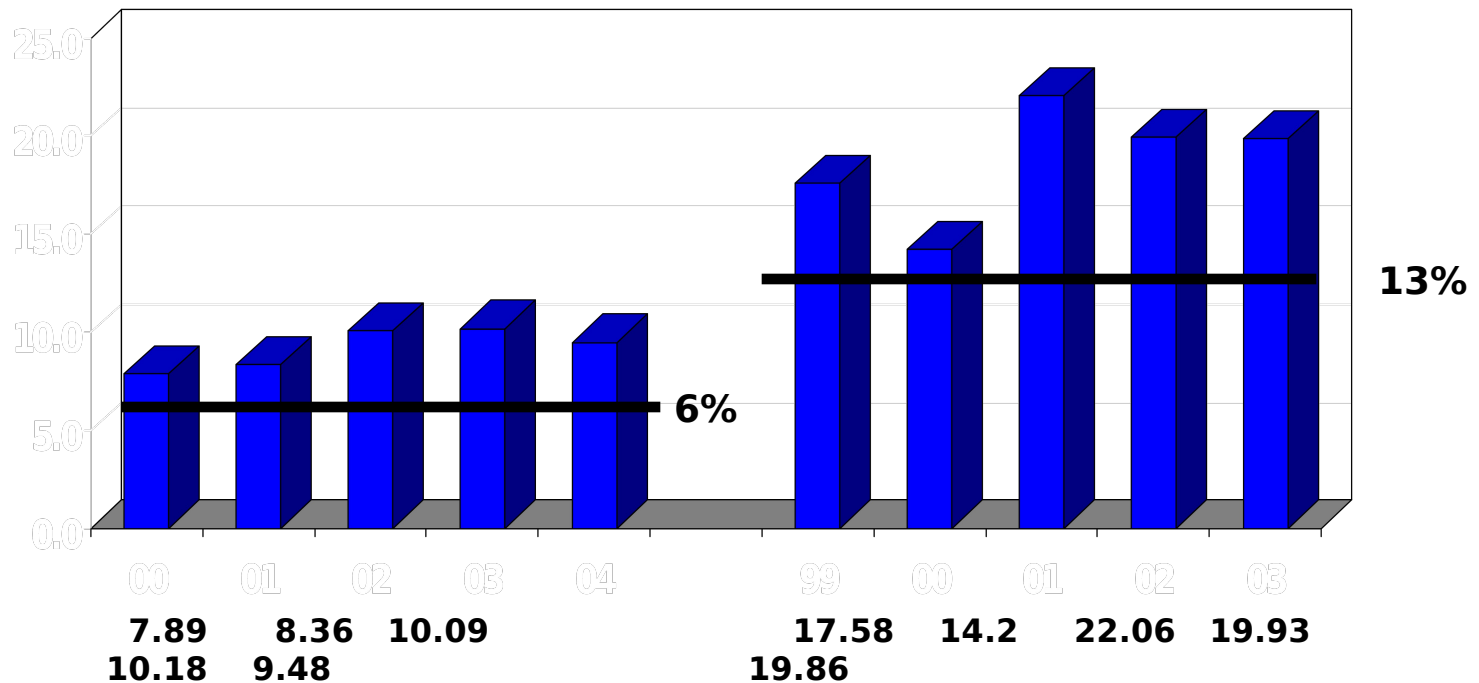
Promotion Rates SMSgt/CMSgt



SMSgt

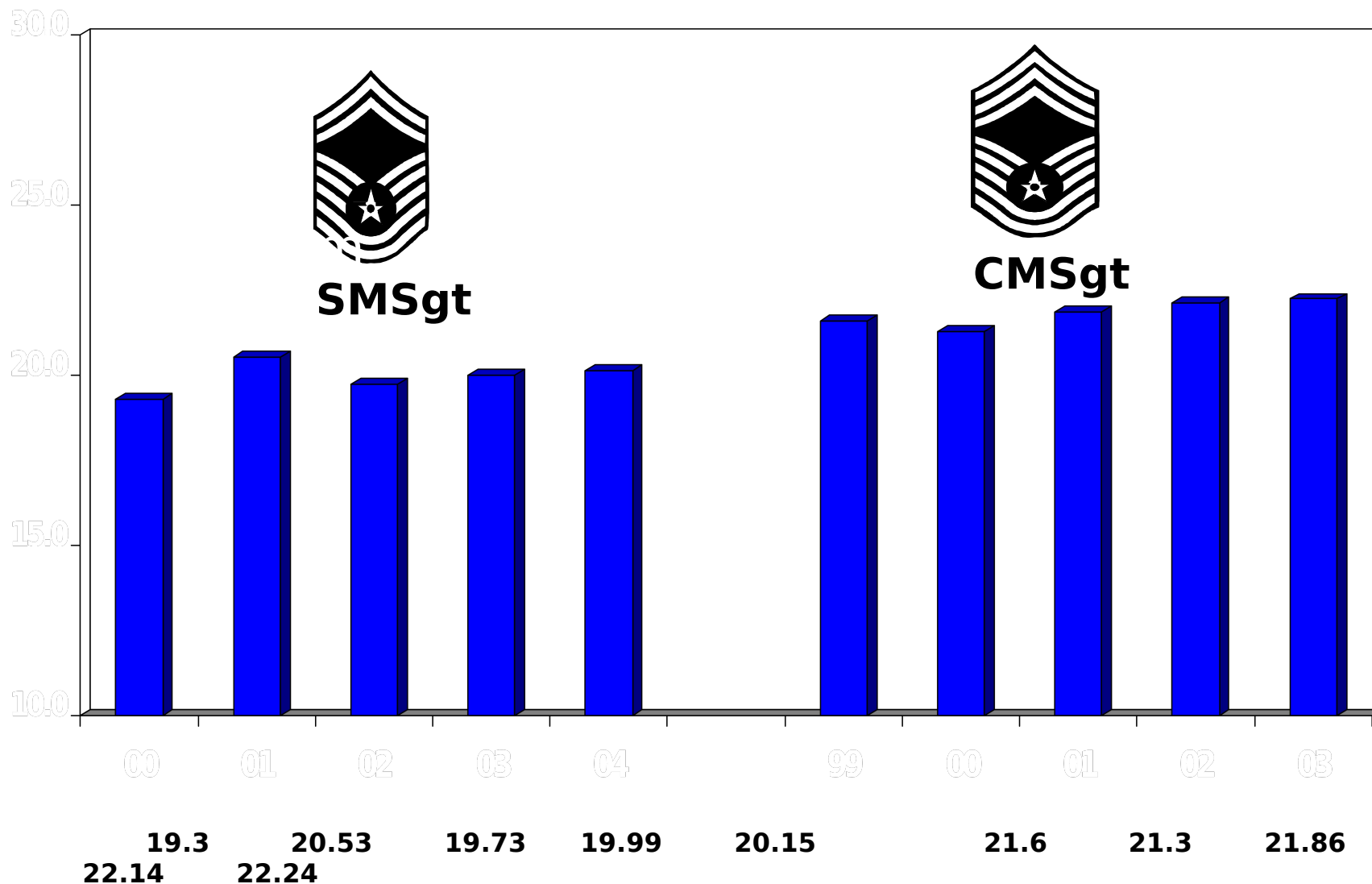


CMSgt





Average Years of Service SMSgt/CMSgt





Board Composition











3 - Member

Panels

Panel

Panel

Board Members	President 		Chief  
CMSgt			 

SMSgt



CONTENTS



LEFT SIDE

ARTICLE 15
COURT MARTIAL
ORDERS
CITATIONS FOR
DECORATIONS



CONTENTS



RIGHT SIDE

EPRs

AF FORM 77



Doe, John





CONTENTS



MISSING DOCUMENT REQUEST

**SNCO EVALUATION
BRIEF**



Doe, John





EVALUATING FOR SENIOR RANKS



FACTOR

Performance
Leadership
Breadth Of Experience
Job Responsibility
Professional Competence
Specialty
Specific Achievements
Education

EVALUATES

Written Evaluations
Supervisor
Where/what/when
Scope/exposure
Expertise In

Awards
Level/utilization

INDIVIDUALS POTENTIAL TO SERVE IN THE
NEXT HIGHER RANK IS THE KEY



HOW BOARDS SCORE



ABSOLUTELY SUPERIOR	10.0	
OUTSTANDING RECORD	9.5	OUTSTANDING
FEW COULD BE BETTER	9.0	
STRONG RECORD	8.5	ABOVE AVERAGE
SLIGHTLY HIGHER THAN AVERAGE	8.0	
AVERAGE	7.5	AVERAGE
SLIGHTLY BELOW AVERAGE	7.0	
WELL BELOW AVERAGE	6.5	BELOW AVERAGE
LOWEST IN POTENTIAL	6.0	

TRIAL RUN/SECRET BALLOT

SPLIT--MORE THAN ONE POINT

$9.0 + 8.5 + 8.0 = 25.5 \times 15 = 382.50$ BOARD SCORE

1 BOARD POINT EQUALS 15 WAPS POINTS

NOT FULLY QUALIFIED FOR PROMOTION



Not Fully Qualified (NFAQ) For Promotion

- Normally used for small and 1-deep AFSCs
- Prevents promotion to next higher grade under any circumstances
- Rationale behind board's decision not released
- Contributing factors
 - As general as overall weak record
 - Performance/disciplinary problems w/negative documentation
- Why didn't the board merely give a low score?



Not Fully Qualified (NFQ) For Promotion



- What's the impact?
 - Rendered ineligible for that particular cycle
 - Promotion record deactivated
 - Name doesn't appear on select or nonselect list
 - No score notice produced
 - Potential for AFSC to lose a stripe when eligible pool is resized



Senior NCO Board Ballot



DDMMYY

SENIOR NCO BOARD BALLOT

PROM AFSC: 2A0X0

PANEL MEMBER: 1

PANEL NR: 1

SCORE

BOARD NR

NAME

SSAN

_____	00382.00	TIGER GEORGETTE	437121000
_____	00383.00	HOLLY JAMES	746361000
_____	00384.00	BRANT KELLY A	829471000
_____	00385.00	GATOR MICHAEL L	351632000
_____	00386.00	HIDER CHRISTY J	252742000
_____	00387.00	DARRELL SONNIE	153852000
_____	00388.00	BILLBOB JAY B	654423000
_____	00389.00	DETER DIANE P	755533000



WAPS Score Notice



PFE SCORE FOR AFPT 00036A REVISION NR 33 (TEST DATE 0301)
60.20

FOR YOUR AFSC: AVERAGE 57.55

YOU SCORED: HIGHER THAN
EQUAL TO
LOWER THAN

61.86% OF ELIGIBLES
3.37% OF ELIGIBLES
34.75% OF ELIGIBLES

SKT SCORE FOR AFTP 3S071 REVISION NR 07 (TEST DATE 0301) **48.42**

FOR YOUR AFSC: AVERAGE 46.81

YOU SCORED: HIGHER THAN
ELIGIBLES

59.28% OF

EQUAL TO
LOWER THAN

3.47% OF ELIGIBLES
37.23% OF ELIGIBLES

YOUR TOTAL SCORE:

312.95

SCORE REQUIRED FOR SELECTION IN YOUR AFSC

319.59

TOTAL NUMBER ELIGIBLE IN YOUR AFSC

1007

TOTAL NUMBER SELECTED IN YOUR AFSC **331**

YOUR STANDING AMONG OTHER NONSELECTEES

96



Board Score Groupings



BOARD SCORE GROUPING

BOARD SCORES: 450.00 442.50 435.00 427.50 420.00 412.50
405.00

NUMBER: SEL 0 0 1 3 9 9
12

NONSEL 0 0 0 0 0 3
6

397.50 390.00 382.50 375.00 367.50 360.00 352.50
SEL 10 3 7 3 0 0 0
NONSEL 22 16 30 44 59 60

63

345.00 337.50 330.00 322.50 315.00 307.50 300.00
SEL 0 0 0 0 0 0 0
NONSEL 54 77 54 33 19 4

3



WAPS SCORE NOTICE



Don't Compare Board Score Year to Year

- ☐ **Board Membership Changes**
 - ☐ **New Mindsets/Thought Processes**
- ☐ **New Pool of 1st Time Eligibles**
- ☐ **Nonselects From Previous Year Have Added Achievements In Records**
- ☐ **Others Retire/Separate**

o Compare Relative Standing Year to Year

Promotions and Decorations



**Air Force
Achievement
Medal**



**Air Force
Commendation
Medal**



**Meritorious
Service Medal**

- Promotions announced
- Score notice received
- Missed MSgt by 1 point
- ~~Decoration initiated and backdated to close out on PEO~~

No after the fact



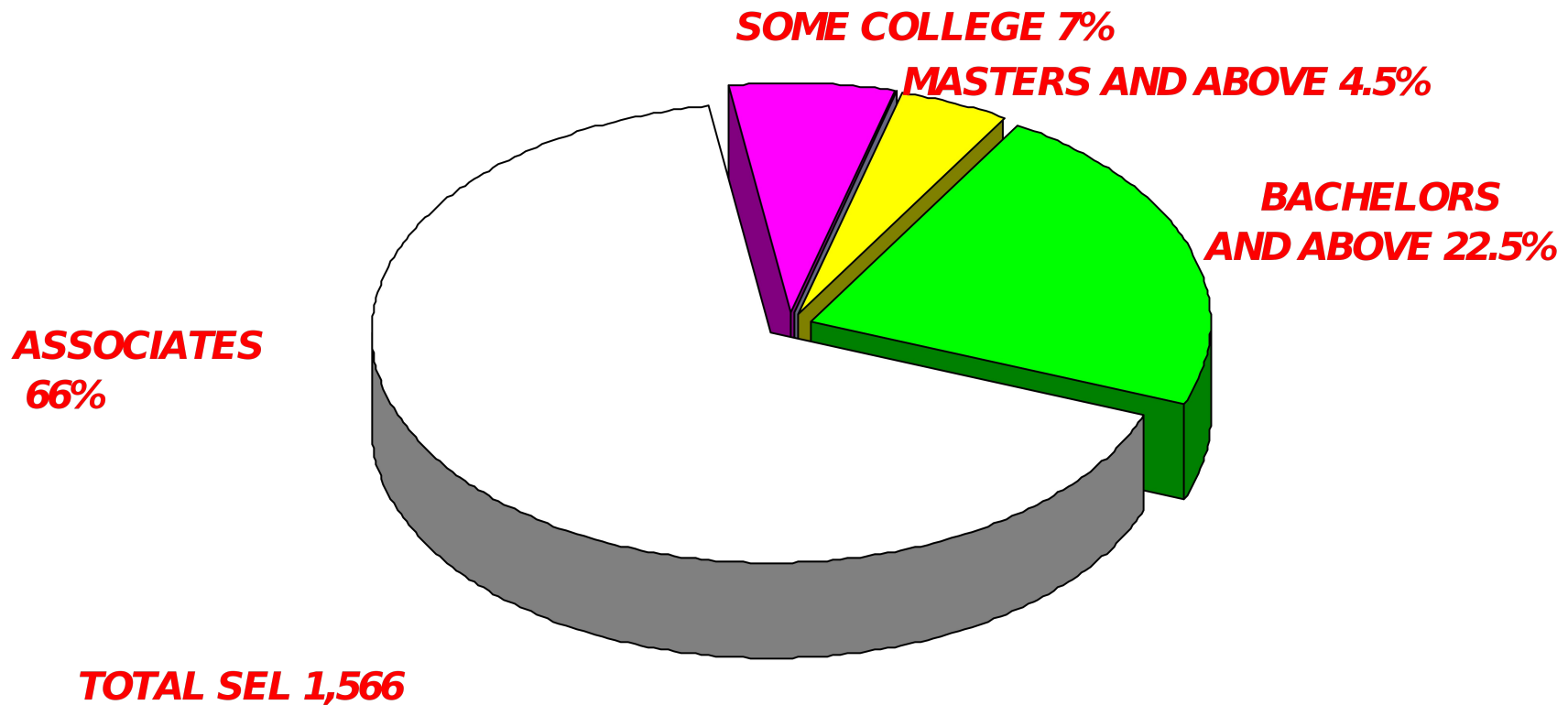
2004 SMSgt Cycle Formal Education



Level	Eligible	Selected
Doctorate	1	0
Masters	412	71
Bachelors	2,461	359
Associates	8,211	1,034
Some College	6,321	102
High School	3	0



2004 SMSgt Cycle Formal Education (Selects)





2004 SMSgt Eligibles = 16,516

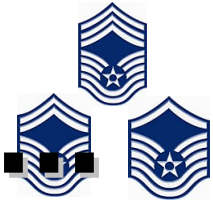


Level	Finished Before Sep PECD	Percent
SNCO Academy	11,713	70.91%

SELECTED WITH SNCOA = 1,566 (100%)
SELECTED WITHOUT SNCOA = 0
TOTAL SELECTED = 1,566



Senior NCOs who did well.



- Had accurate records
- Had clear duty descriptions
- Performed duties superbly—impact documented
- Left no perception of jobsteading
- Had clear indorsements
- Showed pattern of awards
- Off-duty education complemented job
- Were not perceived to be “professional students”
- Completed SNCO Academy



MSgt Records Meeting The SMSgt Board!





CY02 SMSgt Central Evaluation Board





Support of AEFs



- Eligibles deployed to OIF given two testing options:
 - Test prior to the start of the testing cycle as soon as test booklets arrived
 - Wait until after their return
- Members testing after return from deployment have either
 - 60 days study time after return if deployed > 90 days
 - 30 days study time if deployed < 90 days
- Promotion results provided to deployed/CCs through PERSCO teams (Red Mini)
- Data Verification Records (DVRs)/score notices available through vMPF for deployed members



Attention Leaders



Review member's promotion eligibility before testing, selection, sew-on

- Be aware of testing schedule
 - Understand what it means to be a “no show” for testing
- Adverse actions and promotion eligibility
 - Control Roster, Referral EPR...
- Understand level of endorsement for SNCO



Attention Leaders!



- Help us reduce non-weighables
 - Late EPRs, missing tests..big challenge
 - Impacts member...remainder of force
- Delays in decoration processing
 - Always leads to a lost promotion or two
- Failed data verification
 - Embarrassing and humiliating



Attention Leaders!



Late EPRs

Growing Problem

SMSgt Board

2002: 96 Late Reports

2003: 245 Late Reports

2004: 249 Late Reports

SMSgt and CMSgt boards

The "JIT" EPR Challenge

10 days before board: **1300+** missing

3 days before board: **650** missing

First day of board: **249** missing



Attention Leaders!



Now Available on the Web

- DVR and WAPS score notice (vMPF)
- Cutoff Scores (Our Homepage)
- Air Force Averages (Our Homepage)
- Average Scores By AFSC (Our Homepage)
- Board Score Groupings (Our Homepage)



What's In Our Future



- SSgt Release: 11 Aug 04
- SNCO Supplemental Bd: 30 Aug – 3 Sep 04
- CMSgt Testing: 7 – 10 Sep 04
- CMSgt Board: 12 – 22 Oct 04
- CMSgt Release: Mid Nov 04
- SMSgt Testing: 6 – 17 Dec 04
- SMSgt Board: 24 Jan – 11 Feb 05
- TSgt/MSgt Testing: 15 Feb – 31 Mar 05
- SMSgt Release: Mid Mar 05
- SNCO Supplemental Bd: 2 - 6 May 05



What's In Our Future



- Change SMSgt Testing Cycle
- Move from Jan to early Dec (6 – 17)
 - Provides better management for TCOs
 - Allows better catch of deploying folks
 - Gets testing out of the way before holidays
 - Reduces Non-Weighables - - MAJCOMs agree



What's In Our Future



Zulu Hour Promotion Release

- Recommended during WWPC
 - Survey split vote 60/40 but prepares for web release
- Public release simultaneous across Air Force
- Both original select runs and SNCO Supplemental Boards

• Release occurs at 1400Z

GMT ZULU	ATL	EST	CST	MST	PST	ALASKA	HAWAII	EUROPE	MIDDLE EAST	WEST PAC
1400Z	1000	0900	0800	0700	0600	0500	0400	1500	1700	2300



What's In Our Future



- SMSgt/CMSgt Promotion Video
 - Coming soon!
 - Goal to have available for Senior NCO Orientation
 - Distributed to Wing/DPM/CCC/PA, MAJCOM/DP/CCC/PA, NCOAs/SNCOA, AF/CCC



SUMMARY

- How we promote
- Selection rates and timing
- Weighted factors/board process
- Responsibilities
- What's Next



QUESTIONS?



TO CONTACT US



Enlisted Promotions:

DSN 665-2107/2362 (phone)

DSN 665-2442 (fax)

afpc.waps@randolph.af.mil

www.afpc.randolph.af.mil/eprom

SMSgt Swisher

DSN 665-2362 (phone)

DSN 665-2442 (fax)

nathalie.swisher@randolph.af.mil